Job Description

Coach Developer

Job Title:	Coach Developer
Location:	Hybrid - Bisham Abbey National Sports Centre, Buckinghamshire
Salary:	Circa £32k per annum (dependent on experience) plus car or car allowance
Contract:	Permanent / full-time
Responsible to:	Head of Coaching & People Development

Background

England Hockey's mission is to "share the love of hockey and work together to make hockey more visible, relevant and accessible to all". The current focus for the organisation is delivery of its 5 objectives within the 2023-2028 strategic plan which can be found here.

England Hockey is the National Governing Body for the sport of Hockey in England and is responsible for the management and development of the sport from grass roots to elite activities. We:

- Have a **membership** comprising clubs (750+), counties (42), and Areas (8) that affiliate to it. Approximately 160,000 individuals play in the club system, with an estimated 20,000 playing at university/colleges. C.900,000 children play at school. More than 15,000 coaches, umpires and officials are supported / developed.
- Have an **income/expenditure** of average £9m p.a. The Chief Executive is directly responsible for the operational budget but the Board, chaired by the Non-Executive Chair, approves the annual plan and budget.
- **Employ** 75 staff, and contract with approximately 50 part time consultants mostly in the performance and coaching area. Circa 50 volunteers work at national level to run the sport, with thousands more running the great bulk of grass roots hockey.
- **Are currently the 'nominated country' on behalf of Great Britain Hockey** to qualify and prepare the Great Britain squads for the Olympics. The England Hockey Chief Executive, Performance Director and Head Coaches represent Great Britain as well as England Hockey. There is a Great Britain President to chair the Great Britain board which meets three times a year.

Nature and Scope:

The EH Coach Developer is responsible for the development of coaches across schools, clubs and the talent system through delivery of key coach development programmes and initiatives that inspire more, better and happier players,

This work is in line with the GB Hockey Coaching Strategy and England Hockey Strategy 'Creating a future for our game together.

The post holder will demonstrate a real passion for success, be strong in coaching people and mentoring, have a strong hockey and people development knowledge and understand the key principles of good learning.

The role will require significant evening and weekend work to support the delivery of the coach development offer.

The role is to:

- Facilitate great learning through delivery of the coach development offer (courses, workshops, community of practices, etc)
- Provide individualised support to identified coaches and coach developers to improve their coaching practice and behaviours
- Provide bespoke / tailored coaching support to identified partners (Clubs, Schools, Counties, Regions)
- Generate coaching content to support and evolve the GB Coaching Offer

KEY TASKS AND RESPONSIBILITIES

- Facilitate delivery of open programme workshops / courses / community of practices across the domains of children, participation and talent
- Provide coach developer support to ACP coaches and coaches on bespoke/tailored programmes
- Provide bespoke / tailored coaching support to identified partners (Clubs, Schools, Areas, Regions)
- Contribute to the review and development of the coaching offer for coaches of children, participation and talent
- Generate engaging content and modules for on-line learning, coaching programmes, workshop and courses
- Contribute to Coaching and People Development comms plan, ensuring clear messages are regularly communicated across the sport.
- Grow and maintain relationships with relevant external partners to coaching
- Play an active part as a member of the Coaching and People Development Team

PERSON SPECIFICATION

We are a values-based organisation with a strong ethos to work with integrity and nurture an environment of inclusion. We are looking for enthusiastic, inspirational, and highly skilled individuals who demonstrate through their behaviour the values of England Hockey:

- Collaborate inclusively
- Care for people and places
- Play with spirit, win with grace
- Resilient in everything we do

Qualifications and Experience

- Minimum of 5 years relevant experience of which at least 2 years must be in a role in hockey, coach development and / or people development
- Experience and proven capability in the holistic development of coaches/athletes/programmes/people
- Experience of developing and implementing learning opportunities
- Experience/knowledge of working across the domains of children, participation, talent and physical activity.
- Experience of working with volunteers
- Experience of working in a fast-paced environment where there is a high expectation of achievement

- Excellent knowledge of England Hockey current coaching philosophy and direction and a sound understanding of excellent coaching practice
- Minimum Hockey UKCC Level 2/Sessional/Coach Course, or equivalent and evidence of on-going personal development
- Full UK Driving Licence.

Skills and Abilities

- Ability to translate strategy into operational delivery
- A passion for people development
- Engaging and motivating with the ability to translate content into meaningful learning
- Resilience and stamina with an emphasis on solution seeking
- Proven leadership and organisational skills
- Motivated and results orientated with the drive to achieve targets
- Innovative and creative with the ability to translate ideas into effective action and outcomes
- Excellent problem solving and decision-making skills
- Clear and accurate written and spoken communication and presentation skills
- The ability to influence, build and maintain effective relationships
- A team player with an open and consultative style and optimistic approach
- The willingness to work unsociable hours and undertake significant domestic travel
- Strong IT skills, proficient in Microsoft Office

This job description is not intended to be regarded as inclusive or exhaustive and will be amended in the light of the changing needs of the organisation. All employees will be expected to support our major events.

To Apply:	Please submit your CV (maximum 2 pages) with a one page covering letter by email to the Head of People, careers@englandhockey.co.uk clearly identifying how your skills and experience are relevant to the requirements outlined in the job description and the unique qualities you will bring to the role. We would be pleased if you could also complete the Equality Monitoring Form – please use the following link: https://www.surveymonkey.co.uk/r/EDIMon
Closing Date:	Friday 18th December 2026
Interview Date:	5th January 2026